

## FAIR HOUSING ACTION PLAN: ACTIVITIES TO AFFIRMATIVELY FURTHER FAIR HOUSING

The fair housing action plan detailed on the next several pages provides recommended goals and activities for the City of Salisbury to consider implementing over the next five years to affirmatively further fair housing choice for Salisbury residents. The action plan activities build on the work of current programs and working groups and provides a comprehensive approach by combining education, data collection and development of partnerships with increased access to affordable housing and housing services. The fair housing action plan should be updated as necessary to meeting the fair housing goals and objectives established by the City of Salisbury.

### Impediment 1: Lack of a formalized structure for a local fair housing system.

Fair Housing Goals/Activities	Timeline	Measurable Outcomes
<b>Develop operations for fair housing system, that ultimately creates a one stop shop for housing tools and resources for both residents and service providers.</b>	2019-2023	1. Create operations policy defining roles and responsibilities for a fair housing system.
<b>Assess HUD’s Fair Housing Assistance Program (FHAP) to determine if it aligns with the City of Salisbury’s long-term fair housing goals and apply for funding to support developing and sustaining the local fair housing resource system.</b>	2020-2021	1. Assessment report completed.
<b>Identify current staff member that can take on a fair housing role for oversight and implementation.</b>	2020-2023	1. Assign fair housing duties to staff person(s). 2. Annual progress report on fair housing action plan progress.

<b>Conduct fair housing testing and track enforcement outcomes.</b>	2020-2023	<ol style="list-style-type: none"> <li>1. Conduct fair housing testing according to policy.</li> <li>2. Annual report on testing and enforcement.</li> </ol>
<b>Assess all City lead and industry partner activities that focus on fair housing to identify redundancies, overlaps, and gaps.</b>	2021-2023	<ol style="list-style-type: none"> <li>1. Develop a report.</li> <li>2. Convene partners and housing providers to develop a coordinate plan to reduce redundancies and to close gaps.</li> </ol>
<b>Develop a communications platform that truly helps to ensure fair housing services reach the intended targeted audiences. The platform should strive to use out of the box tactics to ensure efforts are fruitful.</b>	2020-2023	<ol style="list-style-type: none"> <li>1. Communications strategy developed.</li> <li>2. Measure results to ensure tactics are sound and adjust tactics as needed.</li> </ol>
<b>Expand educational opportunities for renters and homeowners. Assess current educational platforms and their success and identify new approaches to reaching critical populations within the City.</b>	2020-2023	<ol style="list-style-type: none"> <li>1. Assessment report created.</li> <li>2. Number of new or updated programs created.</li> <li>3. Number of new partnerships for systems delivery.</li> </ol>
<b>Establish community roundtable sessions, including residents and public and private sector stakeholders, to develop long range strategies for improving the fair housing landscape.</b>		<ol style="list-style-type: none"> <li>1. Number of meetings held.</li> <li>2. Action plans developed.</li> <li>3. Action plan goals implemented.</li> </ol>

**Impediment 2: Insufficient supply of adequate and affordable housing to meet the growing needs of low- and moderate-income residents including members of the protected classes.**

Fair Housing Goals/Activities	Timeline	Measurable Outcomes
Develop an affordable housing strategy identifying tools and funding mechanisms to foster and develop sustainment and creation of affordable housing.	2020-2023	<ol style="list-style-type: none"> <li>1. Develop an affordable housing strategy.</li> <li>2. City adopts recommendations from the affordable housing strategy, i.e. inclusionary zoning ordinance, etc.</li> </ol>
Continued financial support and possible expansion of rehabilitation program to preserve existing housing stock.	2019-2023	<ol style="list-style-type: none"> <li>1. Annual funding allocations for housing rehabilitation program.</li> <li>2. Increase private funding.</li> </ol>
Continued financial support and possible expansion of homeownership down payment program administered by Salisbury CDC.	2019-2023	<ol style="list-style-type: none"> <li>1. Continuation of program support.</li> <li>2. Increase in funding levels.</li> </ol>
Evaluate State and Federal programs to identify potential new funding programs to help increase housing supply.	2021-2023	<ol style="list-style-type: none"> <li>1. Number of new programs identified.</li> </ol>
Develop an inventory of vacant housing and assess if CDBG and HOME funds can support rehabilitation to increase affordable housing stock.	2019- 2021	<ol style="list-style-type: none"> <li>1. Assessment completed.</li> </ol>

**Impediment 3: Public transportation limitations reduces housing choice for low-to-moderate and special needs populations.**

Fair Housing Goals/Activities	Timeline	Measurable Outcomes
<p><b>Build housing transportation linkage through coordination of transit and fair housing needs in planning.</b></p>	<p>2020- 2023</p>	<ol style="list-style-type: none"> <li>1. Bi-annual meeting with Transit Department to align transportation and fair housing goals</li> <li>2. Bi-annual report outlining outcomes of the annual meeting.</li> </ol>
<p><b>Promote transit-oriented development (TDO) through development of ordinances and/or districts, providing for ease of permitting for developers to encourage developing in key areas.</b></p>	<p>2022-2023</p>	<ol style="list-style-type: none"> <li>1. Study peer local governments use of TDO; what works what does not.</li> <li>2. Findings report developed.</li> </ol>
<p><b>Plan for expanding transit options for areas of disadvantaged concentration, as funding allows.</b></p>		<ol style="list-style-type: none"> <li>1. Conduct an assessment of areas within the City where residents with the greatest need have a lack of access.</li> <li>2. Work with public and private partners to study alternative funding mechanisms for increase service offerings.</li> </ol>

### **Impediment 4: Lack of access to housing that accommodates special populations.**

Fair Housing Goals/Activities	Timeline	Measurable Outcomes
<b>Research other communities that have developed landlord risk mitigation programs to promote expanded housing opportunities for adults re-entering the community.</b>	2019-2021	<ol style="list-style-type: none"> <li>1. Peer communities identified to review.</li> <li>2. Number of peer risk mitigation programs reviewed.</li> </ol>
<b>Increase outreach and education efforts targeting housing providers including landlords, developers, etc. as well as prospective tenants with disabilities.</b>	2019-2023	<ol style="list-style-type: none"> <li>1. Identify updated outreach techniques.</li> <li>2. Number of landlords, developers, and prospective tenants contacted.</li> </ol>
<b>Develop and establish relationships with community training institutions to discuss potential training/internship opportunities that serve fair housing needs.</b>	2020-2023	<ol style="list-style-type: none"> <li>1. Number of community training institutions identified.</li> <li>2. Number of visits with community training institutions.</li> </ol>
<b>Conduct an assessment of accessible housing units and buildings in the City and develop an inventory and create a resource center to assist special populations identify accommodating housing and buildings.</b>	2020-2024	<ol style="list-style-type: none"> <li>1. Completion of inventory assessment.</li> <li>2. Track public outreach and distribution of inventory report.</li> <li>3. Establish a resource center for special populations.</li> </ol>

**Impediment 5: Mortgage lending practices reduce homeownership opportunities for racial and ethnic minorities.**

Fair Housing Goals/Activities	Timeline	Measurable Outcomes
<p><b>Increase resident’s awareness of Salisbury CDC’s homebuyer education and down payment assistance programs.</b></p>	<p>2019-2023</p>	<ol style="list-style-type: none"> <li>1. New outreach methods identified.</li> <li>2. Measure outcome of outreach methods to determine if more residents were reached.</li> </ol>
<p><b>Identify list of local realtors in order to provide informational documents regarding Fair Housing best practices.</b></p>	<p>2019-2023</p>	<ol style="list-style-type: none"> <li>1. Develop list of local realtors.</li> <li>2. Number of informational documents distributed to local realtors.</li> </ol>
<p><b>Coordinate forum to discuss lender best practices and to review HMDA data to assist with identifying patterns of potential discrimination. Publicize fair housing enforcement actions, lawsuits, and education to help focus attention on lender practices.</b></p>	<p>2020-2024</p>	<ol style="list-style-type: none"> <li>1. Forum completed.</li> <li>2. Number of lenders in attendance</li> </ol>
<p><b>Coordinate and perform annual testing of local banks.</b></p>	<p>2020-2024</p>	<ol style="list-style-type: none"> <li>1. Completion of annual testing.</li> <li>2. Annual report of findings.</li> </ol>